

Hoffa Unity Cracks

The honeymoon is over. One of Hoffa's Vice Presidents—and biggest campaign fundraisers—has filed for divorce.

Local officers in key regions are beginning to display their dismay with Hoffa's poor leadership. And Hoffa's campaign accreditation petition includes just two names—Hoffa and Keegel.

The famed Hoffa unity is starting to splinter as we approach the 2006 IBT election. In the past Hoffa could run on his celebrity name. No more. Now he has to face up to a record of broken promises, benefit cuts and the decline in Teamster power.

See page three for more on the changes underway in our union.



JOIN TDU!

"I joined TDU because I don't like the way our International is being run by Hoffa. I went to the Unity Conference in Las Vegas hoping to learn something but it was all politics. 'Five more

years' and 'TDU can kiss my ass.' I couldn't believe it. I wasn't a member of TDU then but that changed my mind. Our leaders are supposed to be building our union for the future—not playing politics. I'm going to the TDU Convention in St. Louis to meet with Teamsters who want to set our union on a new and stronger course."

— Lou Morales, Trustee
Local 805, New York

Pension News: Members Fight New England Cuts

Pressure from angry Teamsters has forced fund trustees in New England to reverse some pension cuts, just weeks after they were announced. This quick reversal has members wondering why the cuts were made at all.

See story page 9.

Rank and File Set Sights on the 2005 TDU Convention . . .



The TDU Convention comes on the eve of what could be a history-making year in our union.

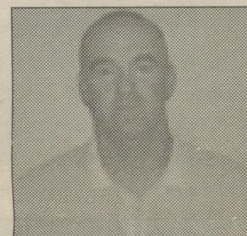
Plan now to attend and be at the center of positive changes in the IBT.

. . . and on Dumping Hoffa in 2006

"A group of us went to a Committee for New Leadership meeting in Worcester, Mass. It was a real eye-opener. We came away impressed and ready to work to elect new IBT leadership.

"Our local voted 94 percent for Hoffa last time. That's not going to happen again, guaranteed. Before there was a real Hoffa mentality up here, like a pep rally. That's all gone. Members see companies running roughshod over our contracts. They see the pension cuts and see the Teamsters getting weaker. It won't turn around with Hoffa in there. That's why we're getting involved in the campaign to get him out."

Kevin McNiff, Shop Steward
Local 82, Boston
Freeman Decorating Co.



TDU MEMBERSHIP APPLICATION

Name _____ Local _____
Address _____
City _____ State _____ ZIP _____
Phone _____ Company _____
E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

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Letters From Our Members

No Jive in 2005

It looks like this Union is DEAD with Hoffa. No life with Hoffa in 2005—no jive in 2005. That must be his new slogan: "NO JIVE IN 2005"

We all need to get something better than that. We have to look at something different.

Fred Williams
Local 786, UPS
Chicago

Change to Win?

I read an article from the Associated Press titled, "Break Away Union Leaders Map Strategy for the Future." This story featured a picture of Teamster President James P. Hoffa along with Service Employees International Union President Andrew Stern. My question is how did these two union leaders all of a sudden come up with this brainstorm? Let's pull out of the AFL-CIO and move forward with organizing—who are these two kidding? The Teamsters tried for years to organize Overnite Transportation but failed. Now we pull away from the AFL-CIO and it's all going to be better? The Teamsters and SEIU said that the AFL-CIO was spending too much time in politics and not enough in recruiting new members. This is something union members have been saying for years, and now they just thought of it? I don't think so!

James P. Hoffa's father, James R. Hoffa, believed: "The only way for workers to maintain standards they have achieved, and for unions to survive, would be through master contracts in all trade divisions of the Teamsters. Just as employers are organized on a national level, so must labor consolidate its power." And now we want to break away? This move should have been voted on by the rank and file—not Mr. Hoffa and Mr. Stern saying it's a done deal.

Back in the 90s, when Teamsters were on strike, the limited funds that they did have ran out. They had to borrow money from the AFL-CIO for their strike fund. In the changing world of economics and trade, solidarity remains



Teamster members rally in Minneapolis to support striking workers at Northwest Airlines. Local 638 member Jim Pegelow, who made the banner, said, "These folks on strike are so appreciative that we come out there in support of them. That is so rewarding and worthwhile. To hear their stories first hand puts their struggle more on a personal level." If you would like to obtain a banner like this, contact TDU.

the course all unions must take in order to insure their hard-earned legacy does not fade into the future.

Michael L. Adams
Local 371, USF Holland
Davenport, Iowa

Thanks to Activists

Brothers and sisters, my what progress we have made. I'm now over 80 years old. I joined TDU in the 1970s. I'm proud to say I designed the TDU logo. We owe the reform activists over the years so much. The rank and file is growing by leaps and bounds, and we're just starting! The future of the Teamsters will end in good hands.

In unity forever, fraternally yours,
Nick Kourambis
Local 560, Retired
Leonia, N.J.

Pension Needs Rank and File Leadership

The pension is having trouble. The person we need is someone that has worked in this industry—not a lawyer. Someone that has got sense enough to know what the rank and file needs. I voted for Hoffa last time but won't this

time. "Change to Win" is needed in the IBT leadership. I hope we have more of the rank and file thinking the same way.

Leon Whittaker
Local 705, Roadway Express
Chicago

Let Retirees In

The Teamsters should allow retirees to pay dues and be active members with all rights and privileges. This would lead to more unity and involvement in their mutual concerns, including political affairs. Retirees have more time to be involved. Some retirees resent the fact that they are being left out of the mainstream. This idea is not a new concept. I have friends in other unions that have retirees as members and it has been successful for years. This could be a framework for other ideas.

Emmett Devine
Local 315, Retired
Kensington, Calif.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2004 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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TDU International Steering Committee

Co-Chairs:

Joe Fahey, Milwaukee Local 200
Maria Martinez, Pasco, Wash., Local 839
Michael Ruscigno, New York Local 802
Michael Sawwoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Jim Jacob, Providence, R.I., Local 251
Bob McNattin, Minneapolis Local 120

Members:

Richard Berg, Chicago Local 743
Dianne Bolton, Seattle Local 174
Gilbert Clark, St. Louis Local 688
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Roy Kruchten, Chicago Local 705
Sandy Pope, New York Local 805

Alternates:

Sam Putinja, Toronto Local 938
Matt Latzo, Washington Local 639
Larry Macdonald, Atlanta Local 728

Cracks in Hoffa Unity

The famous Hoffa "Unity" is straining under the pressure of pension cuts and declining Teamster power.

The first open split in the Hoffa slate came on August 28, when Tom O'Donnell, International Vice President at Large from New York, officially announced he would run against Hoffa for General President in 2006.

The divisions in the Hoffa camp don't end there.

O'Donnell circulated a letter charging that Hoffa "never knew the real purpose of the International. But then how could he. He was never a Teamster." This from the IBT vice president who has raised hundreds of thousands of campaign dollars for Hoffa.

In early September, Hoffa got a cool reception from many officials at the Eastern Region meeting. A large minority of the officials present broke ranks and sat silently without clapping when Hoffa and Keegel spoke. The bulk of local officials in New Jersey Joint Council 73, where Hoffa won 69% of the vote in 2001, are ready to get off the Hoffa train, along with some others around the Eastern region.

The cracks in Hoffa's official unity are not just in the east, but also in the central and southern areas.

Discontent is widespread among officials in freight locals who feel that

Hoffa has given up on the freight industry.

Some are campaigning for IBT Vice Presidents from freight to break with Hoffa and run their own slate.

At the recent Teamster National Black Caucus (TNBC) annual conference, there was almost no open support for Hoffa. Instead of lining up support for Hoffa, TNBC delegates were talking about increasing African-American representation at the top of the union. Hoffa's General Executive Board has only one voting African-American member.

Two international officers were recently pressured to resign their office: Ron McClain of Iowa and Joe McLean of Ontario, Canada. Several others will not be running on the Hoffa slate, either because they have been tossed off or are leaving on their own.

In fact, when Hoffa launched a candidate accreditation petition in August by pressuring international reps and local officers to gather signatures, his "slate" consisted of just two candidates: Hoffa and Tom Keegel. Hoffa-Keegel got the signatures required to become Accredited Candidates.



Committee for New Leadership Lays Groundwork for Campaign

"Teamsters who want new IBT leadership can't wait until 2006 to get started," said Atlanta Local 728 President Randy Brown. "We have work that's got to get done this fall. We need to petition to get a reform slate officially accredited, and we need to prepare to win the delegate elections. Those have got to be priorities for Teamsters who want change in this union."

Brown is part of the Committee for New Leadership, a network of Teamster officers and leaders working to pull together a strong and diverse reform slate for the International Union election in 2006.

The committee is preparing to announce an initial slate of candidates and to launch an accreditation petition drive so these candidates will have the right to publish their program in the campaign "battle pages" section of the Teamster magazine.

"A number of us are prepared to run for the General Executive Board as part of a reform team," said Dan Scott, the

Secretary-Treasurer of Seattle Local 174. "We need leadership at the IBT that can bring together Teamster members and officers to rebuild this union's power and take on the big challenges including organizing Overnite, defending members' pensions and benefits, building strong local unions, and gearing up for successful negotiations at UPS and freight in 2008."

"We're prepared to work with all Teamsters who want to dump Hoffa, to make sure every Teamster that wants change feels represented in a new IBT leadership," said T.C. Bundrant, the president of Tenn. Local 549.

Teamster members are getting involved by building local campaign committees, making fundraising plans and preparing to run in upcoming elections for IBT Convention Delegate. Special campaign preparation meetings will be held at the TDU Convention in November.

If you're interested in building the campaign in your area, contact TDU.

Your Chance to Make a Difference Prepare Now for Winter Delegate Races

Almost every Teamster local union will hold a supervised, mail-ballot election this winter to elect delegates to the IBT Convention next June. A schedule for your local union's delegate race will be available by Sept. 30.

You need to get a copy and get involved. By running for Convention Delegate—or supporting reform candidates for delegate—you can strengthen our campaign to dump Hoffa in 2006.

Do you want to replace the Hoffa administration with strong, accountable leaders who will fight for working Teamsters? Reform delegates are needed to officially nominate opposition candidates and put a reform slate on the ballot.

Delegates will also vote on reforms to the IBT Constitution and proposals to hold pension trustees accountable to the members.

Get Your Local Union's Plan

By September 30, your local must submit a Local Union Plan to the Election Supervisor, with the schedule for your election—including the date of nominations.

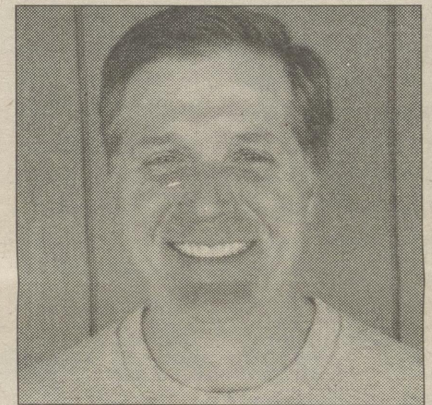
You can get a head start right now by requesting a complete copy of the Local Union Plan, which your local must provide to any member that requests it. This plan includes a full worksite list with the location of every employer in your local.

The place to be if you are running for delegate or want to be involved in the campaign is the TDU Convention in St. Louis, Nov. 4-6. Through workshops and member-to member interaction, you will learn how to run, win and participate effectively at the IBT Convention next June.

"We hear every day from members about pension fund trustees who don't care about us, about a leadership that can't deal with UPS, and about the dues increase that was supposed to build Teamster power.

"We're running for delegate and planning to win. See you at the Teamster Convention!"

Brent Lindberg
Local 638, Minnesota
UPS



Get informed, Get involved

TDU Wins Changes in Election Rules

The Election Rules, which govern our election for International officers and delegate elections in every local, have been improved, thanks to a strong set of proposals from Teamsters for a Democratic Union.

On Aug. 31, U.S. Attorney David Kelley submitted revised Rules to federal judge Loretta Preska for approval, with four changes from the proposed rules issued in May.

All four were proposed by TDU and submitted to the U.S. Attorney by TDU counsel Barbara Harvey.

These improvements are:

- Candidates will now have the right to distribute campaign materials by email, under guidelines to be established by the Election Supervisor. This means that Accredited Candidates can send materials to Teamsters using email addresses held by the union.
- Campaign literature from candidates that appears in the Teamster magazine, in the "battle pages" that TDU originally proposed and won in 1991, will

now also appear on the Teamster website.

- To Protect privacy, members will not have to sign their full social security or social insurance number on petitions and other forms, but only the last four digits. This victory was announced earlier.
- Election protests can be filed by email, as well as by fax or regular mail.

TDU's submission, made on June 2, contained other proposals as well. Most notably, TDU called for a debate between the candidates for General President, to be recorded on a DVD and mailed to all Teamsters. Hoffa successfully defeated this positive proposal, which would certainly increase the percentage of members who vote.

TDU counsel received permission in early September to submit additional Rules proposals to Judge Preska.

We urge all Teamsters to get informed, get involved, and participate in the upcoming democratic process that will shape the future of our union.

Fighting the Overtime Blues

A long hot summer has been even longer and hotter for the thousands of UPS package car drivers who contend with constant and excessive overtime.

The short-term impact of this problem on Teamsters is tremendous. Weekday family life is nonexistent. Weekends are for recovery. The long-term effects include more injuries, more accidents and difficulty making it to retirement age. TDU spoke with a number of stewards and business agents about this issue and what can be done to protect members.

"Everyone is upset," according to Des Moines Local 90 steward Todd Hartsell. "We are seeing people who have never filed a grievance filing them now. Standards are being cut, stop counts and overtime are up."

"Over five hundred grievances have been filed on 9.5 violations in Local 688," St. Louis steward Gil Clark reported, referring to violations of a rule limiting how often a driver can be forced to work more than 9.5 hours a day. "On paper management says routes are 8.5 hours, but drivers are coming back in with 11 hours day after day."

The only thing hotter than the issue of overtime is the air coming from the IBT. Hoffa announced at a June meeting that the IBT had a plan. "It almost sounded like an Amway convention," one BA said of the meeting. "They kept saying that they had a plan and were excited and that they felt positive about getting things done."

"All we've gotten from the IBT is a postcard saying they are going to take it seriously," Local 89 steward David Thornsberry said. "They've got an information gathering form to use, which is fine, but we are way past the stage of needing info. UPS workers know what's

going on. Teamster officials know what's going on. It's time for a real plan and action, not surveys."

The IBT is hinging its approach on the double-time penalty in the contract. Detailed wording was added in 2002 to Article 37 stating that drivers can file grievances whenever they work over 9.5 hours three or more times in a week. Two penalties were set out in the article: double time pay for hours worked over 9.5 and/or adjustment of a driver's work schedule.



"UPS workers know what's going on. It's time for a real plan and action, not surveys"--David Thornsberry, Local 89 Steward, Louisville

"One problem with this language," pointed out Local 728 BA Butch Traylor, "is that the penalty is not really that hard on the company. With the penalty kicking in only after 9.5, and taking into account that you already get time and one half for those hours, it works out to maybe \$7 a day as penalty, or \$35 per week."

When asked if members in one of the largest UPS locals had ever seen penalty pay, David Thornsberry responded, "We've seen it as much as I've seen a girlfriend I had back in high school who moved to Canada, and nobody has seen her."

St. Louis is another location where the IBT is falling short. Members handed officials a powerful weapon by filing over 500 grievances on 9.5. Rather than press for quick action, the local gave UPS a 30-day period to solve the problem.

That 30 days will bump right into peak season, when they can disregard overtime limits all over again. (And the local supplement provides the right to strike in certain circumstances—an additional hammer the union is choosing not to use.)

Root Causes

At the same time, Traylor pointed out, "UPS is increasing the stops per car. The number of stops used to be in the 90s, last year it was around 108 and this year 118. That's about 25 stops extra, that is why

we have so much overtime. Even Hoffa has admitted that the company is nearly ten percent understaffed."

Another factor is the cutting of time allowances. UPS applies production standards even though the contract does not recognize them. The managers plan the routes on those allowances, and when they are cut, routes disappear and more work gets piled on fewer drivers.

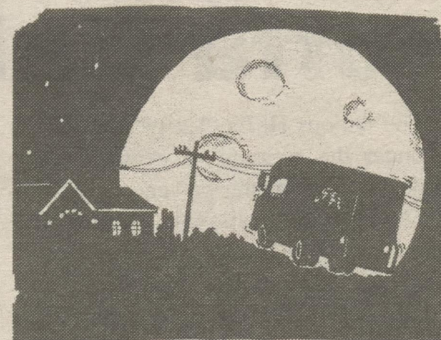
"The Albany, Ga., center is a good example," according to Traylor. "Two years ago there were 44 routes. Now there are 39, even though there is more volume."

What Can Be done

Despite the IBT's inaction members have sometimes succeeded in softening the blow of the overtime hammer.

"At the Ashbottom building," Thornsberry explained, "we started filing tons of grievances. Just recently we got bids put up for four more drivers. A few years ago, we got 20 put on. It takes persistence."

"To be honest," Traylor added, "the hassle of dealing with many grievances is perhaps itself a deterrent for management."



"Lots of members are now filing over 9.5," Pontiac, Mich., steward Darwin Moore said. "We are getting some relief for the ones who file and even won penalty pay recently in a case that went to the panel in Chicago."

"Really, we should be shooting for an 8.5 hour day," Traylor said, "with progressive steps to penalize the company. There should be double time after nine hours and triple time over ten hours. And it should kick in automatically, not if you file a grievance."

This is where the IBT has failed to grasp a great opportunity. The overtime issue bumps directly into larger issues of family life, health for workers and safety for the public. Local unions and rank and file members can take some action on their own, but a national campaign would have the most impact.

Why No Fizz in the UPS COLA?

The UPS contract has a cost of living allowance (COLA), which was played up in selling the contract as the "best ever." Why then do we never get anything out of this clause?

An examination of the details of Article 33 shows why. There are three fine-print facts to know about the clause. First, before the COLA kicks in, the inflation rate has to exceed 3 percent on a May to May yearly basis. From May 2004 to May 2005 that rate was 2.9 percent, so no COLA. Second, even if it got a little over three percent, it would still pay zero, because the formula has to get to a five cent raise or it doesn't count. This means inflation has to exceed about 3.5 percent to get that five cent wage adjustment.

If inflation rises over 3.5 percent in the specified yearly period, we would get COLA increases, starting with that nickel an hour. If inflation would go way up, we would get more than the nickel, based on a formula which covers about one-third of inflation. Thus if inflation jumped to five percent, unlikely but always possible, we could get a 19 cent per hour COLA adjustment.

The International officials who negotiated the agreement have a superior COLA formula. They automatically get the same percentage increase in union salary that the cost of living goes up.

Members to Vote on UPS CSI Contract

Teamsters covered under more than 30 local contracts with UPS Cartage Services Inc. (CSI) will vote in October on a contract that will become an addendum to the UPS national agreement. The local agreements (including some national UPS language) will become addenda to the national agreement.

This agreement, if ratified, creates a common contract expiration date for all UPS Teamsters. It gives added bargaining leverage and puts members in position to win better wages and benefits in 2008.

The wage scales vary from city to city by up to \$10 per hour. This disparity was not addressed in the agreement, which has a three percent wage increase and a \$1000 bonus.

Members have voiced concerns that UPS management may play a shell game. UPS Supply Chain Solutions is never mentioned in the contract, only United Parcel Service, Inc. and its subsidiary, UPS Cartage Services, Inc. However,

CSI Teamsters report that the freight is on UPS Supply Chain Solutions bills of lading. Supply Chain Solutions and the recently purchased Overnite are both components of UPS's growing nonunion operations. There is no language that guarantees the work to CSI, so freight could possibly be shifted to Overnite or other nonunion operations.

A letter of agreement provides employer neutrality in organizing, for just one year, at the new UPS CSI freight sorting facilities in Louisville; Ontario Cal.; Rockford Ill.; Dallas; Philadelphia and Columbia, SC. Organizing UPS's growing nonunion divisions is vital for our future. There's also the issue of all the nonunion contractors in many major U.S. markets who move freight for Supply Chain Solutions. A shipment picked up by a Teamster in Chicago is delivered by a non-union driver in Detroit. We need UPS organized wall-to-wall and a strategy to make it happen.



"I'll be at the TDU convention in St. Louis because I need to network with fellow UPS CSI Teamsters (formerly Emery/Menlo). I'm also anxious to meet with other active UPS Teamsters because we need to figure out how our new contract(s) will work with the UPS national agreement. I want to find a strategy to escape the CSI island that's been set up between the company and other UPSers in our union."

**Karl Gartung
Local 344, UPS CSI
Milwaukee**

E&L, Allied, Now Cassens

Carhaul Concessions Spread

In the July-August issue of *Convoy Dispatch*, we exposed the concessions to the carhaul contract and warned that they could spread. It's already happening.

On Aug. 26, Youngstown Local 377 signed a side-deal with Cassens that provides for 85 percent of scale, and lower zone rates within an 85-mile radius. The deal states that the rates will come up to contract level, but after our national contract expires in 2008.

E&L (PTS), Allied, and now Cassens. Like a little bit of cancer, concessions tend to spread unless a concerted effort is made to isolate and stop them. In this case, the officials in charge are cheering them on. James Hoffa (Mr. "best contract ever" and "your benefits are guaranteed for five years") and carhaul director Fred Zuckerman are allowing the contract to be violated.

John Thyer, St. Louis Local 604 president, has filed charges under Article 19 of the IBT Constitution against Hoffa, Zuckerman, Tom Keegel, and Louie Miller of Minnesota Local 120. The charges allege undercutting the national agreement and imposing concessions without a vote.

Zuckerman and other pro-concession officials justify them by saying we have to grant concessions to help union carriers underbid the nonunion outfits. Where does this position lead? What good is our national contract if companies and locals are free to make any deal they like, in direct violation of the contract?

The Cassens Teamsters in Youngstown are hauling cars previously hauled by Cassens drivers out of Smyrna, Tenn. Now they haul them a shorter distance, out of the Warren, Ohio, rail head,

and at a rate below what is allowed in the contract. Drivers in Smyrna were only offered Article 5 transfer rights to get the lower-paid work.

We need a leadership that can devise a plan for carhaul and make it happen.

Instead we have leaders lie to us, allow the contract to splinter, and then say "what else could we do?" after the fact. That's not what will build our union and save our contract.

Red Star Teamsters Press for Rights

Seven million dollars is on the table as the proposed WARN Act settlement to pay off Teamsters put out of work when USF Red Star closed its doors last year. This figure was reached in negotiations with Yellow Roadway, USF's new owner. The settlement means roughly a minimum payment of \$3,200 for each Teamster who worked in a terminal of 50 or more employees and about \$1,000 for each Teamster who worked in a smaller Red Star facility. It's about 40 percent of the amount owed under the WARN Act.

For over a year, a diligent group of former Red Star Teamsters has organized to win justice. Without this effort, it's doubtful any WARN Act suit would have been filed. These rank and filers have fought for their day in court and it comes on Sept. 22 when a Philadelphia judge will determine whether or not the \$7 million settlement is appropriate.

Activists are encouraging former Red Star Teamsters to attend this "fairness hearing." They see this as an opportunity

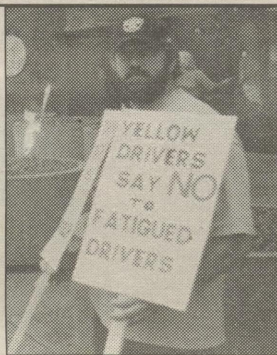
to speak out on Yellow's settlement as unjust. Teamsters are circulating a petition to deliver to the court. They believe the 1,700 Teamsters deserve more, especially considering the millions former Red Star management honchos took with their golden parachutes.

Members also continue to press unfair labor practice charges regarding their lost jobs. USF Holland has re-opened terminals in many of the areas formerly serviced by USF Red Star. The IBT worked out an agreement where former Red Star Teamsters would get an opportunity to work for USF Holland, but at reduced wages. A number of Teamsters have hired in at USF Holland but contend that they are doing the same work they did prior to the USF Red Star closure. Many are concerned that the WARN Act settlement may cause the dismissal of these charges.

You can learn more about how former Red Star Teamsters have organized at www.redstarteamsters.com.

Teamster Families Fight Driver Fatigue

Teamsters and their families demonstrated August 29 outside the federal building in Nashville to protest Yellow's deployment of fatigued drivers. Inside, attorney Paul Taylor was arguing the case of TDU member Ron Melton, who alleged the company disciplined him when he refused to drive because of fatigue. Yellow had kept Melton waiting by the phone for more than seven hours after his scheduled bid start time. At right, Local 480 Teamster Terry Warren.



Freight Lines

Revised Hours of Service Rules: More of the Same

The Federal Motor Carrier Safety Administration appeared unmoved by last year's court ruling that found the 2004 rewrite of the "hours of service" regulations had ignored issues affecting the health of drivers and highway safety concerns. The agency recently announced proposed rules to go into effect Oct. 1, but there were no substantial revisions from regulations in effect for the past year.

How's that for a flip off to the U.S. Court of Appeals? This snub came in the wake of an outpouring of submissions to the FMCSA over safety concerns regarding the 11-hour drive time and the 34-hour reset rule. Both rules remain exactly the same in the new proposed language. Joan Claybrook of Public Citizen denounced the latest development as "slave driving." "It's a very harsh rule," she said. "It's written for and by the trucking industry. We think it ought to be written entirely differently, and so does the U.S. Court of Appeals." The IBT finally took a stand, and opposed the new rules as well. There is a 60-day window to appeal the latest regulations. Stay tuned; this issue is not settled yet.

Yellow Roadway Profits Soar in Second Quarter

Profits at the largest LTL carrier jumped 62 percent compared to the second quarter last year. Yellow Roadway posted a quarterly net profit of \$76.1 million. Consolidation appears to be paying off for stockholders, and CEO Bill Zollars targeted an operating ratio of "around 90" as an attainable goal. Will these numbers translate into more Teamster jobs?

DHL Posts Big Losses

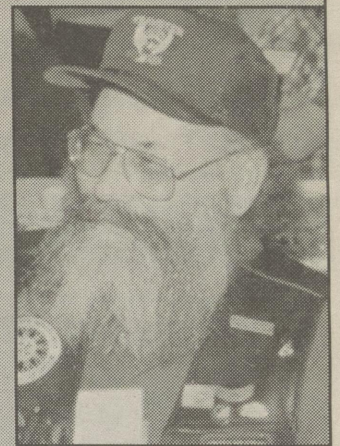
DHL lost \$239 million in the U.S. during the first half of 2005, compared to \$319 million in the same period last year. The company expects more losses before it breaks even in the fourth quarter of 2006. DHL parent corporation Deutsche Post reported \$2.7 billion in revenue for the Americas, a 4.4 percent increase over 2004. Losses were generated by heavy costs in building up its U.S. ground-based transport networks and the integration of the air hub in Wilmington, Ohio. The new hub is scheduled to open in October.

Meanwhile, organizing DHL contractors into the Teamsters has slowed but continues. We need a national strategy to bring 10,000 nonunion workers moving DHL freight into our union, our contract, and our pension plans.

TDU Convention: Nov. 4-6

"After 32 years as a Teamster, I have a pretty good idea of what this union needs. A strong union starts with U. We get real unity when we break down the cliques. I was with TDU years ago. I faded for a while but now I'm back to do what's right for the members. Heaven help me because I got that spirit at the TDU Convention. I plan on being in St. Louis this year and hope to see you there too."

Barry Strohl
Local 28, Roadway
South Carolina



Go Teamsters: ATT Workers to Vote on Union

Auto Truck Transport (ATT) drivers across the country will soon get a chance to vote to become Teamsters. In mid-September the NLRB issued the election decision for 1,300 drivers in a nationwide unit.

ATT is controlled by Dennis Troha, the CEO of Active Transport, which is covered by our national carhaul contract. ATT was created a decade ago as a union-busting device, and Troha has been able to evade the language against double-breasting in the contract.

Management has used ATT to underbid Active and throw Teamsters out of work in more than half a dozen cities.

Active and ATT together transport the majority of heavy trucks made in the U.S. and Canada, as well as those made in Mexico and moved by ATT out of Laredo.

ATT workers will have the chance to end this division and improve their benefits and conditions. The Teamsters are competing against the International Association of Machinists (IAM). Unfortunately, the IAM has allowed itself to be used by management in their campaign to bust the Teamster contract.

Carhaulers can help by volunteering on the Teamster campaign or by talking to ATT drivers to support the drive.

30th ANNUAL TDU RANK

NOV. 4-6, 2005



DC

Build the campaign to win in 2006

- Meet the reform candidates
- Build a winning campaign in your area
- Run for Teamster Convention delegate

Meeting New Challenges

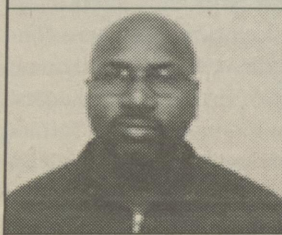
- Organizing against the UPS-Overnite threat
- Building unity and Teamster power in rail
- Countering the attacks in carhaul, warehousing and other jurisdictions

Learn Skills and Strategies

- Beat apathy and get members involved
- Run for local union office
- Know your legal rights
- Learn grievance handling, bargaining and union leadership



I'll Be There



"If you look at what Hoffa is doing, you know we need to make some serious changes. The current contract was hyped as excellent at the time but we actually lost out on our pension. Our future is at stake and that is why I will be at this year's TDU Convention."

Travis Mapp
Local 728, ABF
Atlanta

We'll be there!



TDU activists Rick Sather and Mike Ruscigno

Reform Leaders Will Be There

Teamster reform leaders will be there to share their ideas and hear yours. Come and meet Tom Leedham, Tom Gilmartin, Sandy Pope, Dan Scott, Randy Brown, Scott Webber, Bill Gibson and many others.

Teamster Experts Will Be There

"I Heard You Paint Houses"

Charles Brandt wrote the inside story on Jimmy Hoffa's life and death based on extensive interviews with his confidante and confessed killer, Frank Sheeran. Brandt will speak to the convention on that history of Teamster corruption.



James R. Hoffa and Frank Sheeran

Meeting with the IBT Election Supervisor

Teamster Election Supervisor Richard W. Mark will attend a special session to explain the Election Rules and answer questions about the conduct of the 2006 delegate elections and general election. 12:30-1:30 p.m. Friday, Nov. 4.

Pension Experts

John Hotz, Deputy Director of the Pension Rights Center, will be there, as will pension attorney Ann Curry Thompson and other labor attorneys and experts.

Will You Be There?

Register now for the best education and the biggest gathering

K AND FILE CONVENTION

DOWNTOWN ST. LOUIS

Educational Programs

The TDU Convention is the Teamster university where members get the education and skills they need to be effective in the union.

Challenges for the Teamsters Union

The Overnite Challenge: UPS' purchase of Overnite means our number one nonunion freight competitor is now owned by the largest Teamster employer. The ability of freight and UPS Teamsters to enforce our contracts, defend our pensions and rebuild Teamster power in the trucking industry will depend on our ability to organize Overnite. What will it take to meet this challenge?

Meeting Labor's Challenges After the AFL-CIO Split: Hoffa has joined with other unions that have split from the AFL-CIO and formed the Change to Win coalition. What are the goals of the coalition and what will it mean for Teamster members and local unions? What can be done to rebuild the strength of labor and what role can Teamsters play?

Protecting and Improving Pension and Health Benefits: Teamster benefits and rights are under attack. This workshop will discuss pension rights and new legislation that may change how our Teamster plans operate. John Hotz, Deputy Director of the Pension Rights Center, will assist with this work, as will Teamsters who have been on the front line of the battle to save Teamster benefits.

IBT Convention and Election 2006

Reforming Our Union in 2006: What is needed to stop the decline in Teamster power? What are our goals for the coming year and what strategies can we use to build TDU and win positive changes in our union?

Running for IBT Convention Delegate: How to prepare for and organize a winning campaign for convention delegate in your local. The workshop will focus on campaign strategies and tactics that make for successful union election campaigns. It will also address some of the specific issues that will be involved in delegate elections.

Know Your Rights

Legal Rights on Job and in the Union: Attorney Leon Rosenblatt leads workshop participants through a series of real-life scenarios that explore the ins and outs of exercising our rights on the job and in the union.

The Legal Rights of Stewards: Robert Schwartz's book on this topic is an excellent resource used by thousands of stewards. This workshop brings to life many of the topics in the book and gives stewards an excellent overview of the most important rights.

Blowing the Whistle on Safety Hazards: OSHA, the STAA and other regulations provide some measure of protection for safety and health whistleblowers. Find out the most effective ways to take on management over safety and what kinds of protection the law provides against retaliation. This workshop will cover truck safety issues—as well as safety whistle blowing in other industries.



Skills and Strategies

Beating Apathy and Getting Members Involved: Member inactivity is the boss's best friend. A look at how members become deactivated and what can be done to start involving and uniting members in your workplace or local union.

Drafting and Evaluating Contract Language: A common weak point in union bargaining strategies is a lack of good preparation, especially in the writing of contract language and analysis of management language proposals. Experienced union negotiators will walk participants through the key steps in drafting and evaluating language.

Strategic Grievance Handling: How to pick and choose battles and find ways to prevent becoming overwhelmed by the grievance procedure. This workshop will also examine how to use grievances as an organizing and educating tool in the workplace.

Smart Strategies for Stronger Strikes: How to get off the picket line and into the face of struck employers through handbilling, bannering, "rodenting," boycotting and other tactics made legal by the Supreme Court's DeBartolo decision.

Bargaining and Contract Campaigns: Issues, strategies and tactics that can prevent mistakes and insure that union bargaining committees do the best possible job at the bargaining table.

Union Leadership Skills: Becoming an effective leader takes a unique combination of skills. For activists, local officers and those in the process of becoming leaders, this will be a chance to evaluate and hone your skills. The workshop will take up goal setting, decision making, public speaking, delegating and other topics.

Building Teamster Reform: From the Shop Floor to the IBT: This workshop will explore the most effective strategies for building TDU and winning reform in your local union and throughout the IBT.

Caucuses, Jurisdictional Meetings and More

The TDU Convention will also hold special meetings for UPS Teamsters, freight, carhaul, construction, warehousing and other crafts.

There will also be Black Caucus, Latino Caucus and Women's Network meetings.



TDU's 30th Convention: A Celebration of Teamsters Making History!

ering of Teamster reformers this year! (Registration form on back)

In the Fight for Pension Reform

Pension Movement Fights on New Fronts

The fight for pension justice has focused on the U.S. Congress in recent weeks, as Teamsters have organized to support legislation that helps Teamster funds, and to oppose a dangerous amendment that endangers our benefits.

Teamster members are starting to get results. On Sept. 8, the Senate Health, Education, Labor and Pensions (HELP) Committee passed a pension bill which did *not* include the anti-worker "Red Zone Amendment" that would allow certain plans to make drastic cuts in promised early retirement benefits earned by long-time Teamsters.

Thanks to the heroic efforts of concerned members, key Senators understood the devastating effect this could have on workers who have earned 25- and 30-and-out benefits.

Teamsters have called, written and visited Representatives and Senators to make their views heard. We need to keep it up—the full Senate will likely vote on the pension bill in late September, and amendments will likely be made from the floor. Now is the time to be involved, to say *Yes* to pension reform, and *No* to an amendment that would repeal the anti-cutback language in federal pension law.

For more information on the bill and how you can help, go to the Pension Rights Center website at: http://pensionrights.org/pages/policy_multiemployer.html.

Pension Bills

The "Defined Benefit Security Act" was passed by the Senate HELP Committee on a vote of 18-2. Senator Tom Harkin (D-Iowa) opposed it, because of its provisions on cash balance plans. Essentially this part of the bill would allow companies to break early retirement promises in single-employer plans. This bad language would not directly affect workers covered by

Teamster multiemployer plans.

The bill has positive provisions. It would allow multiemployer plans more breathing room to recover following stock downturns. It would also impose stricter standards on plans, so that they would have to make reasonable actuarial assumptions and interest projections, and speed up the funding of benefit improvements. At least theoretically, it would hold trustees and managers to a higher standard of fund management, and prevent our plans from being taken over by the federal pension insurance program, which provides only very low guarantees. The Senate bill would require disclosure to participants of full actuarial reports and other financial documents. TDU members have lobbied in favor of this transparency provision.

The House version of the bill is similar, but includes the dangerous amendment that would allow cutbacks in accrued benefits.

Hoffa and Pension Reform

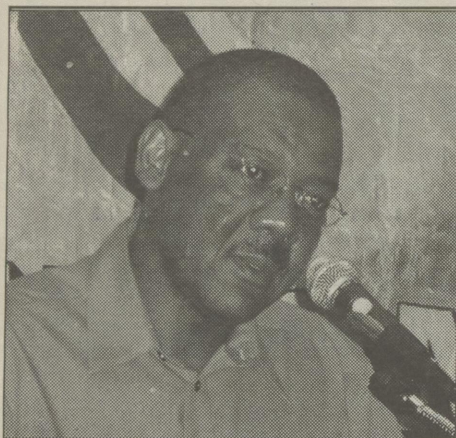
The International Union supports the pension bill, but also says "If... this bill turns out to be harmful to multi-employer funds, the Teamsters Union is committed to doing everything possible to defeat it." (August *Teamster Leader*.)

The Hoffa administration has launched a major campaign with petitions, PR, and bulletins but never names a single item in the pension bill that they support or oppose. This secrecy makes it impossible for members to write or talk to their legislators, unless they just want to say "whatever Hoffa says, that's right." It's hard to motivate Teamsters and retirees with that leadership.

What's most dangerous is the Red Zone Amendment. A critically important protection won in 1984, the anti-cutback provision, should not be given up without a fight. Insiders in Washington report that

"Most Teamsters know that more changes are coming to our pension. We got to be prepared to get what we were promised. The best way to do that is to organize like we do at the TDU Convention. I'll be in St. Louis to meet with other pension rights activists because together we can make positive changes."

Dennis Hobson
Local 480, UPS
Sparta, Tenn.



**30th Annual TDU
Rank & File Convention**
Nov. 4-6, 2005
St. Louis
Downtown Radisson



CSPIC Members Lobby Congress About Pension Bill

TDU member Frank Bryant wrote to tell us, "As you advised in your article 'Taking Action to Protect Your Pension' in the July/August issue of *Convoy Dispatch*, a group of my Rank and File brothers and sisters decided to do just that: to take action to protect our pensions."

On Aug. 25 a delegation of Teamster members traveled to Washington, D.C. to meet with congressional aides about pending pension legislation (see article this page). The delegation included (from left to right in the rear) Tommy Burke, Kevin Wright, Frank Bryant (all from Local 391, North Carolina), Randy Brown, President of Local 728, Atlanta and Sandy Pope, President of New York Local 805. They met with aides from Senators Kennedy, Clinton, Enzi and Burr—all of whom are on the Senate committee which introduced the legislation in the Senate.

UPS management is pushing this dangerous amendment, and we can see why. But we can't see why our union would go along!

Pension Movement on the Move

The fight for pension justice for Teamsters and retirees continues to spread. Teamsters in the Central States,

Western, Central Pennsylvania, New England and other plans are organizing and fighting back.

This month the focus is on Congress, but the longer term emphasis has to be on winning accountability and honesty out of our union pension trustees.

That is the battle that can and will be won.

Central States Reemployment Rule: Court Rules Against Retiree Rights

The federal Court of Appeals in Chicago ruled on Sept. 8 against Teamster retirees who were fighting to broaden their right to work to supplement their Central States pension.

The appeals judges upheld a decision that favored the Central States Fund, which a few years ago started to crack down hard on retirees taking jobs at boat marinas, golf courses, family farms, auto repair shops, or hardware stores.

The trustees of the fund, including union chair Fred Gegare, admitted that their goal was to make it harder for Teamsters to use the early-retirement options that we all fought hard to win.

The case was backed by the Central States Pension Improvement Committee (CSPIC), the movement of Teamster members and retirees working for pension justice. The movement has already been successful in winning major changes to the reemployment rule, and now Central States retirees can work in all the fields mentioned above, and most others outside certain listed Teamster

core industries.

CSPIC supporters across 25 states are proud of winning that victory, while angry about the anti-worker decision coming out of the court.

The lawsuit, filed by eight Teamsters and pursued by attorney Ann Curry Thompson, aimed to improve the rules and bring justice to Teamsters who have been wrongly penalized under the harsh old rules.

The Central States Trustees argued that the court should require the plaintiffs to pay their legal fees, but the judges shot that down. They ruled that the case raised important and legitimate issues.

The battle for pension justice continues. "We only won some of what we wanted on the reemployment rule," said lead plaintiff Dick Herman. "But without organizing, we wouldn't win anything. And we're not going away until we reverse the pension and welfare cuts and get union trustees accountable to Teamsters and retirees."

Partial Victory in New England

Member Action on Pension Pays Off

Fighting pension cuts can make a difference. That's the lesson coming out of New England where angry Teamster members pressured the New England Pension Fund Trustees to backtrack on pension cuts they announced in July.

"I was featured in *Convoy* after I learned that the pension cuts were going to make it impossible for me to retire in November like I planned," said Local 42 member Dan Faust, who is just a few months short of 30 years of pension credit. "The next thing I know I got a call from my local officer and she told me the trustees had made changes because of all the fallout and I would be able to retire."

"I'm not saying it was all about that one article. The trustees heard from a lot of Teamsters who were furious and we won some positive changes as a result. I'm riding on cloud nine right now," Faust said.

The news is not all good. For most Teamsters, the restrictions on 25-and-out and 30-and-out pensions before age 57 remain in place. New England Teamsters who did not have 25 years of credit by July 31, 2005 will not be eligible for their full special-service pension until age 57. Even if you had 25 years of credit by July 31, you will not be eligible for a Plan D special-service pension (30-and-out at \$3,500/month) until you are at least 57.

"A lot of good Teamsters are still being hurt by these cuts and they are furi-

ous—and rightfully so," said Faust. "Members understand that action has to be taken to protect our pension funds over the long term. But it shouldn't be on the backs of hard-working Teamsters who have sweated all their lives to put money into these plans."

Improvements Won

Under the original changes, Teamsters with 25 years who continued working after July 31 would have their pension frozen until they reach age 57. Then, at 57, the pension would snap back to the full rate. A member who had to retire before 57 because of injury or the closure of their company would get no additional benefit for their extra time worked.

The trustees have now eliminated this "snap back" provision. If, and only if, you had 25 years on July 31 and were eligible for a special-service benefit, then you will continue to earn the additional \$150 per year or get to the 30 year/\$3,000 benefit and be able to retire at any age. However, UPS, freight and other Teamsters working under a Plan D contract cannot receive their maximum benefit unless they wait until 57 to retire.

In a second victory, the trustees reversed a rule change that would have cut the pension accrual rate of all members covered by already-negotiated contracts that did not include annual increases in their pension contributions after

July 31, 2005. This would have meant pension cuts for many New England Teamsters covered under multi-year contracts that were negotiated before the pension rules were changed.

Now, the Pension Fund will honor all existing contracts by maintaining the negotiated and promised accrual rate. When these contracts expire, the new contracts must include increased pension contributions of five percent a year to maintain the accrual rate.

More Changes Ahead?

The quick reversal on the part of the trustees raises disturbing questions. If the fund could afford the new revisions restoring some cut benefits, then why were the cuts made in the first place? Exactly what information were the trustees looking at or not looking at prior to making the cuts in July?

As *Convoy* goes to press, the fund still has not put out anything in writing about the rule changes, fueling speculation that more changes may be coming. Many members say these rule changes don't go far enough. It remains to be seen whether membership pressure can convince the trustees to introduce stronger grandfathering provisions.

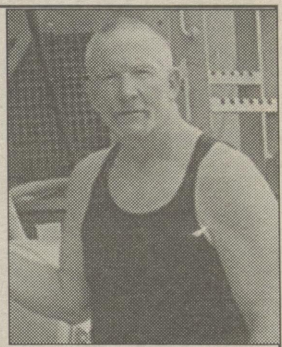
Accountability Needed

Teamster members and officers have won some improvements already by putting pressure on the pension fund trustees.

This success is an example of how our

"The trustees heard from a lot of us who were furious and we won some positive changes as a result. A lot of good Teamsters are still being hurt. TDU has really stayed on top of this issue. In these times, we need somebody looking out for our interests and TDU has done that. If you want to call that 'radical,' go ahead. But I'll be renewing my TDU membership. You can count on that."

Dan Faust
Local 42, Maclellan Concrete
Lynn, Mass.



union trustees on the pension fund are indirectly accountable if we apply enough heat. What is really needed is direct accountability.

The New England pension cuts show the need for us to elect delegates to the 2006 Teamster Convention who will support changes to the Teamster Constitution to hold benefit fund trustees directly accountable to Teamster members—and to support candidates for International office who will defend our pensions from attacks by the employers and corporate politicians.

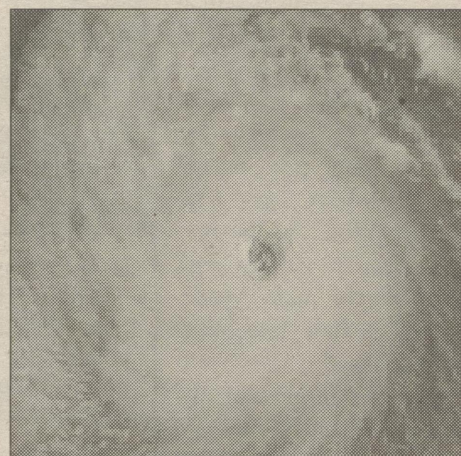
Hurricane Katrina Relief

When disasters strike our communities, the labor movement is always on the front lines to bring help. We know what solidarity is all about. Our union and others have already raised millions to help those whose homes have been destroyed (see box).

Displaced Teamsters in some industries may be able to work temporarily in other areas where work is available. Freight carriers are offering those from the disaster zones work ahead of casuals, and UPS is offering temporary work through January where vacancies exist. Any Teamsters who do take this work are sure to get a warm welcome at their new location.

The Central States Health & Welfare Fund extended benefits to displaced Teamsters for four weeks, but most affected Teamster families are going to need it a lot longer than that.

On the negative side, the Bush administration has seized the opportunity to attack worker protections. The Davis-Bacon act was suspended for those working under federal contract to clean up and rebuild. The Davis-Bacon act, before it was suspended, provided certain wage guarantees to such employees.



Donations can be sent to:

Disaster Relief Fund
Teamsters Union
25 Louisiana Ave. NW
Washington, DC 20001

AFL-CIO Relief Fund
Union Community Fund
Hurricane Relief Fund
P.O. Box 27306
Washington, DC 20038-7306

New Chairman pushes for reform

Commuter Rail Teamsters Choose Direct Elections

Delegates to the Commuter Rail System Division's Quadrennial Convention have voted unanimously to give the membership the power to elect officers directly. The CRSD represents workers who maintain the tracks for the New Jersey Transit and the SEPTA (Philadelphia's regional train system). They are members of the Brotherhood of Maintenance of Way Employees which merged into the Teamsters earlier this year.

The campaign to switch to a system of "one member, one vote" was spearheaded by CRSD General Chair William Capik and other reformers. The CRSD is the fourth BMW Division or Federation to go to direct elections. Thirty-three others still use the delegate system. Capik says he hopes others will follow the lead and put the power to vote into the hands of the rank and file.

"Everywhere I go, the members tell me they are very happy about this

change," says Capik. "It eliminates the cronyism and patronage that can crop up in a delegate system and forces the officers to stay in touch with what's important to average members."

Capik came into office in July 2002 when he was asked by the executive board to fill a vacancy created when the previous General Chair resigned. When he took the position, he knew that if nothing else, he wanted to bring about this important reform. So he discussed it with the rest of the board and with the by-laws committee and when the chance came to amend the constitution at their August convention, it passed with universal support among the delegates assembled. The delegates also voted to re-elect Capik and others who worked to bring about direct elections.

BMWED Teamsters who would like more information about working for direct elections can contact the TDU office at (313) 842-2600.

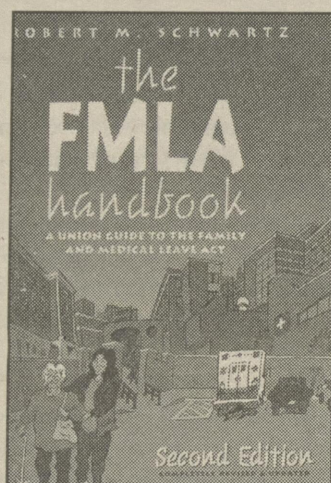
I'LL BE THERE!



"I'm brand new to TDU and I'm coming to the convention to learn everything I can about how to get our union officials to take on management—or at least to get out of our way! I want to meet other Teamsters who can give us some help."

Maria Trevino
Local 743, Blue Cross/Blue Shield
Chicago

**TDU CONVENTION
NOV. 4-6, ST. LOUIS**



The FMLA Handbook

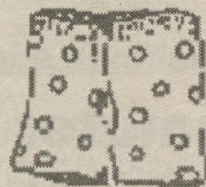
A Union Guide to the Family and Medical Leave Act

by Robert M. Schwartz

Available from TDU, \$13.

To order, phone (313) 842-2600 or visit www.tdu.org

Labor Shorts



Local 854 President Requests Convoy Story

New York Local 854 President Danny Gatto has made a special request that Convoy report the outcome of a recent NLRB trial against Gatto and Consolidated Bus Transit. For the record, an NLRB administrative law judge ruled that Gatto, who weighs close to 300 pounds, was not threatening TDU activist Jona Fleurimont when he bumped Fleurimont in the chest and told him that, "If I had a beef with you I wouldn't break your windows, I would break something else." Fleurimont, who weighs approximately 160 pounds and whose car windows had recently been smashed by hammer-wielding thugs, did feel that Gatto was threatening him. And so does NLRB Region 2, which prosecuted the case.

While exonerating Local 854, the administrative law judge upheld numerous complaints against CBT management. After being fired for his union activity, Fleurimont is back to work at CBT thanks to a settlement negotiated by TDU in which management paid the former shop steward more than \$22,000 in back pay. Incidentally, Gatto instructed Local 854's attorney to go on the record opposing Fleurimont's reinstatement. Gatto didn't request that Convoy report that part.

IRB Boots Frankie Logan

Robert "Frankie" Logan, the president of Chattanooga Local 515, has made an agreement with the Independent Review Board (IRB) to settle an allegation of embezzlement. Logan is suspended from Teamster membership for three years. Hoffa then placed Local 515 in trusteeship in early September. The betting is that Hoffa will merge the local out of existence.

DOL Sues Local 743

Department of Labor Says Election Was Rigged

by Joe Sexauer, Local 743

A recent suit filed by the U.S. Department of Labor (DOL) charged Local 743 President Robert Walston and the other officers of Local 743 with election fraud and other violations. This comes as the result of a local election challenged by longtime TDUser Richard Berg and the New Leadership Slate. The complaint in federal court states Local 743 officials, "denied members the right to vote when Defendant mailed members' ballots to incorrect addresses, the ballots were marked by individuals other than the designated recipients, and the ballots were returned and counted in the election tally."

Local 743 members were not surprised by the ruling. "We know this because we have caught them—several times!" said Esmeralda Cuevas of the 743 New Leadership Slate. "Finally the government is doing something about it."

The Department of Labor suit calls for a new election that the agency would run

instead of Local 743 officers. In the impartially-supervised 2001 IBT delegate race in Local 743, the New Leadership Slate won the majority of the spots.

It is time for justice for the 12,000 Teamsters in Local 743: the rightful winners of the election should be installed, and the Walston group removed.

Walston and his executive board actually stopped counting the votes last fall when Richard Berg, leader of the New Leadership Slate, was ahead in the count with just the challenged ballots remaining. Berg, Antonio Caldera, and other New Leadership reformers knew that bogus ballots were being counted, but won the election anyway. So Walston stopped the count, conducted a second election, and made sure the count would go just right that time. After the Hoffa administration took no action to correct the injustice, the New Leadership Slate implored the Labor Department to act.

Who Is Running the Teamsters Union?

Do you know Greg Tarpinian? If you care about your union, you should. He's practically running it. And you are paying him millions of dollars to do it.

Tarpinian is a labor consultant in New York. He attached himself to Hoffa back in 1996 when he campaigned for him, along with another consultant, Richard Leebove of Detroit. He's wiggled upward ever since.

His long time close associates have eased into key positions of power. Leo Deaner, a Tarpinian associate for many years, is Hoffa's new Executive Assistant.

Another Tarpinian partner for decades is Dan Kane, an International rep with three sons on the payroll. Another is Jeff Farmer, who came from the SEIU to take over the Teamster Organizing Department. Farmer is the brother-in-law of Sue Mauren, director of the Central Region Public Employees Division. Ron Carver of IBT Strategic Campaigns is another decades-long member of the Tarpinian club.

This crew, who were buddies before they ever met a Teamster, have made quite a home for themselves at the top of the Teamster power structure. They move others out of the way when it suits them.

Mary Hardiman, Director of the

Teamster Education Department, with the IBT for 28 years, was summarily fired in August as part of a Tarpinian restructure plan.

Tarpinian gets big bucks to do dog-and-pony shows at the IBT Convention and Unity Conferences, and he'll get a lot more PR and "education" money now. In return, he holds banquets in New York to give awards to Hoffa and Tom Keegel, who sign the checks to his consulting company. What goes around comes around. What's going around is your money.

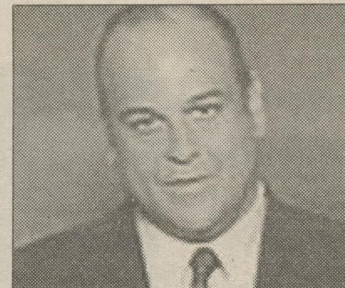
Tarpinian wrote the plan and the script for the Teamsters to leave the AFL-CIO and join

Change to Win, which also pays Tarpinian big bucks.

Most importantly, he is guiding the direction of the Teamsters Union. Remember when Jim Hoffa charged that Ron Carey had outsiders ("SEIU", "mineworkers," etc.) in positions of power?

Now we have a New York consultant running our union, who only bothers to speak to Teamsters when he has his hand out for money.

Submitted by a Teamster official who prefers to remain anonymous.



Greg Tarpinian pulls a lot of strings in the IBT. He also pulls a lot of money from your dues. He's never been a Teamster, but his influence is expanding.

Teamster Viewpoint: Leaving AFL-CIO Threatens Union Solidarity

by Bill Gibson,
President
Local 96
Washington DC



President Hoffa says we left the AFL-CIO to “change to win.” But I’m concerned about what the move is going to mean for union solidarity and the old principle that there’s strength in unity.

We’re very active in labor solidarity here in Washington, DC, including street heat actions, rallies, disaster relief and solidarity with strikes and contract campaigns. And when Local 96 has asked for support from the AFL-CIO, they have always been there for us.

It’s been working this way for years. When we’ve been in bargaining, the local Central Labor Council has stood with our members and offered to back us in putting pressure on our employer. Solidarity is a two-way street. We’ve supported unions all over the country through the AFL-CIO.

Leaving the AFL-CIO has a direct, negative impact on Local 96 members. We’re gas utility workers and for years we’ve coordinated with other gas unions through an inter-union gas conference where we share information on bargaining trends and how to meet the challenges union gas workers face. That conference is our bridge to building solidarity with other utility workers.

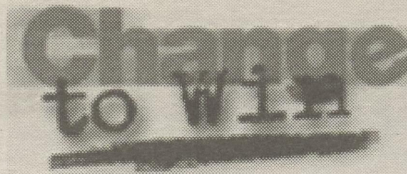
By pulling us out of the AFL-CIO, Hoffa has threatened Local 96’s ability to participate in this conference because the bylaws state that it’s only open to AFL-CIO unions. My understanding is that construction locals face problems also in coordinating with other unions in the building trades.

At Local 96 we believe in solidarity and we’re continuing to build it at the local level. I’m also all for pushing for change in the labor movement to make it stronger and more responsive. That’s why I’m a member of TDU. I just don’t see why the Teamsters couldn’t have pushed for positive changes from inside the AFL-CIO—working to make it better instead of dividing the house of labor.

We’re all in the same boat. Regardless of what union you’re in, we’re all in a fight against corporate thugs and the politicians who do their bidding. If we try to fight separately, we’re just playing into the companies’ hands. Whatever happened to “Solidarity Forever?”

Teamsters Bolt AFL-CIO

Coalition Launches Rival Federation



The Teamsters officially left the AFL-CIO on July 25. One day earlier, James Hoffa announced the IBT would boycott the Convention where the AFL-CIO was marking its founding 50 years ago as a united labor federation.

On Sept. 27, the Teamsters and seven other unions who are currently part of the Change to Win coalition will formally launch a rival labor federation at a founding convention.

The other Change to Win unions include the SEIU (service employees), UNITE HERE (hotel and garment workers), UFCW (food and commercial workers), the Carpenters, Laborers, and the United Farmworkers.

The Laborers and Farm Workers remained in the AFL-CIO and will participate in both organizations.

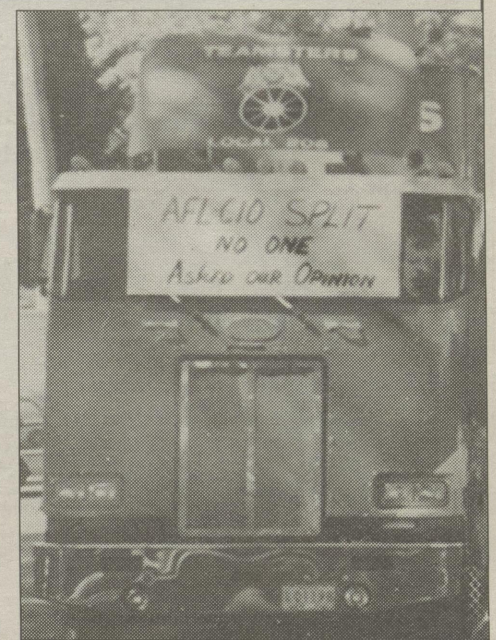
This gives the Laborers the right to continue to participate in union structures in the Building Trades. What the Teamster pullout will mean for Teamsters in construction is uncertain. Our construction locals rely on these structures to coordinate and settle disputes with other unions in the building trades.

The IBT will save about \$9 million a year in per capita dues payments to the AFL-CIO. Half of this will now be spent

AFL-CIO Split? No One Asked Rank And File Teamsters!

That’s what the banner on the Local 206 truck said at the Labor Day picnic in Portland, Ore. Because it’s true. “Before the SEIU withdrew, they discussed the issue for two years, but Hoffa yanked 1.3 million Teamsters out of the AFL-CIO without any kind of consultation with members or local officers. That is not a responsible way to make a decision of this magnitude,” says Local 206 President Bill Zimmerman.

“I’ll be at the TDU Convention to talk with fellow Teamsters about what leaving the AFL-CIO means for our union—and what we can do to build labor solidarity on the local level and change the Teamsters to win.”



on dues payments to the new Change to Win federation. The Hoffa administration says the other \$4.5 million will be spent on new organizing in our union’s core jurisdictions.

Do you have comments on the Change to Win Coalition? Send your thoughts to: Teamster Viewpoint, Convoy Dispatch, PO Box 10128, Detroit, Mich. 48210.

Changing to Win at Overnite?

In a recent interview with the Associated Press, James Hoffa said that leaving the AFL-CIO would make the Teamsters more successful at organizing the nonunion competition because “we’re more nimble and we don’t have the big bloated bureaucracy.”

Skeptics might wonder if it’s really John Sweeney and his AFL-CIO bureaucracy that has held back Hoffa’s organizing ambitions. Four months have passed since UPS announced it was buying Overnite and the nimble, bureaucracy-free Hoffa administration still hasn’t unveiled its “comprehensive plan to both organize and win a good contract at Overnite.”

It took Hoffa two months just to issue a press release promising a plan. Two more months have passed and local leaders as well as UPS and freight Teamsters have been unable to discover this plan. The IBT billed a special meeting in Chicago as the place where officers would hear the Hoffa administration’s strategy for Overnite—but officers came away empty-handed. In fact, Overnite got just ten minutes on the agenda.

A month later, Parcel Division Director Ken Hall came to a meeting of all the New York state joint councils to brief local officers on the IBT’s Overnite

strategy—but the plan, if there is one, remained a secret.

“All Ken Hall told us was that the IBT was really going to need the support of the locals to be successful. No details. No specific requests. Just a general plea for support,” said Sandy Pope, President of



Local 805 who attended the meeting. “There were 100 local officers in that room and every one of us understands that UPS-Overnite is a fight that will determine the fate of our union. But we can’t beat America’s number one union buster without direction or leadership from the IBT.”

Core Industries

At the Eastern Region meeting this month, General Secretary-Treasurer Tom Keegel boasted the IBT was “restructur-

ing to become an organizing machine” that would focus on our core industries. Keegel mentioned parking garages and janitorial services—but never trucking.

Asked about organizing targets, Hoffa told the AP, “We want to identify jobs that can’t be shipped overseas.”

Overnite is hardly the only trucking company that won’t be moving its operations to China, but it may be the most important. The fate of Teamster members’ bargaining power in the 2008 UPS and freight negotiations—and the future health of our pension plans—depend in no small measure on the IBT’s ability to put a successful organizing plan into action at Overnite.

Thankfully, some locals are starting to take the lead. In Seattle, Local 174 is forming an Overnite Task Force of UPS and freight Teamsters. The local distributed leaflets to area Overnite workers to give them a union welcome to UPS. Chicago Local 705 is organizing UPS feeder drivers to do outreach to Overnite workers about the importance of having a union behind you when UPS is your employer.

Other locals are organizing similar activities. But it will take more than good local initiatives to organize UPS-Overnite. We need a national plan.

2005 TDU CONVENTION

November 4-6, St. Louis

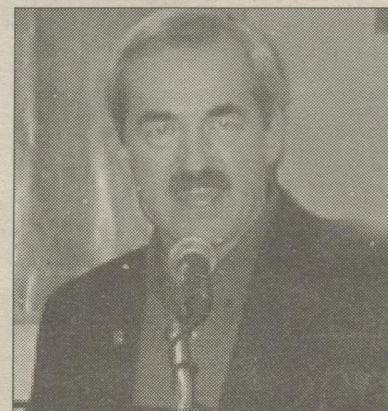
See Pages 6-7
for More
Details.

- Pension Justice
- Meet the Candidates
- Rebuild Teamster Power
- 2006 IBT Elections

I'll be there...

"The TDU convention is the place for Teamsters who want to share strategies and make plans to build a stronger Teamsters Union."

Tom Leedham
Local 206 Secretary-Treasurer
Portland, Ore.



REGISTER EARLY

Postmark your registration no later than Oct. 1 and receive a discount. See below for details.

CONVENTION REGISTRATION

Includes cost for all convention materials, meeting space, coffee breaks, meals, Friday and Saturday banquet and program.

HOUSING

Reserve rooms through TDU at the special group rate. All rooms cost \$97 per night (tax included) for one or two people. If sharing cost of room, please indicate the other party.

MEMBERSHIP

If you are not a member of TDU, join today! Membership includes a subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50 percent deposit to receive early registration discount.

CREDIT CARD PAYMENT

☐ MC ☐ Visa ☐ AmEx ☐ Discover
Number _____
Exp. Date _____ 3 digit code (back of card) _____
Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles. Only funds from Teamster members and their spouses can be used for campaign purposes.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

If registering for others, please include their information as well.

Teamster Status:

- ☐ Active, dues-paying member ☐ Retired Teamster
☐ No current Teamster affiliation ☐ Spouse of Teamster

of people

Fri., Sat. & Sun \$180 x _____

Fri. & Sat. \$155 x _____

Sat. & Sun. \$155 x _____

Sat. only \$ 95 x _____

Total Registration Cost = _____

☐ non-smoking room ☐ smoking room

☐ single room

☐ double room with _____

☐ Thursday ☐ Friday ☐ Saturday ☐ Sunday

Housing Cost = Number of nights x \$97 = _____

☐ \$40 - One year membership

☐ \$95 - Three year membership

☐ \$25 - Spouses, retirees and Teamsters grossing under \$22,000

Membership Cost = _____

TOTAL COST = _____

_____ \$10 if postmarked by October 1 (\$5 for one day)

_____ \$10 if traveling over 500 miles one way

_____ \$20 if traveling over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Return to:

TDU

Box 10128

Detroit, MI 48210

You can also register online at www.tdu.org

Learn New Skills and Strategies:

- How to Run for Convention Delegate and Win!
- Meeting the Overnite Challenge
- Enforcing Your Legal Rights on the Job and in the Union
- Fighting Apathy and Getting Members Involved
- Reform Trends in Rail
- Winning Strong Contracts

Jurisdictional Meetings

UPS, Freight, Carhaul, Warehouse, Rail, GCC and more!

Caucus Meetings

African-American, Latino, and Women Teamsters